

PURPOSE

Morehouse School of Medicine is an equal opportunity employer. This policy sets forth the commitment to compliance with all applicable state and federal laws concerning

conduct all employment practices in a non-discriminatory manner and will make a reasonable accommodation available to any qualified employee with a disability who requests an accommodation.

APPLICABILITY

This policy applies to all current employees, including student employees, employees seeking promotion, and job applicants.

POLICY

MSM Prohibits Discrimination and/or Harassment of Disabled Employees and Applicants

An individual is considered to have a disability if he or she has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment. A qualified individual with a disability is one who

redesigning work areas and equipment or acquiring new equipment
ensuring facility accessibility to those with physical disabilities

Accommodations are made on a case-by-case basis. MSM will work with eligible employees and applicants to identify an appropriate, reasonable accommodation in a given situation. An accommodation need not be the most expensive or ideal accommodation, or the specific accommodation requested by the individual, so long as it is reasonable and effective. MSM will not provide a reasonable accommodation if the accommodation would result in undue hardship

Human Resources Department; after discussion as appropriate with the person requesting the accommodation.

B. INTERNAL GRIEVANCE PROCEDURE

If you have concerns regarding denial of a reasonable accommodation or the specific accommodation selected by the School, you are encouraged to review the process with the Office of Compliance and Internal Audit. In the event you disagree with the determination or proposed accommodation or believe you have been discriminated against and/or harassed based on a disability, you should contact the Office of General Counsel.

C. RETALIATION